DOCUMENT RESUME

ED 026 542 VT 007 887

The Influence of MDTA Training on Earnings. Manpower Evaluation Report No. 8.
Manpower Administration (DOL), Washington, D.C.
Pub Date Dec 68
Note-40p.
Available from-Manpower Administration, U.S. Department of Labor, 14th Street and Constitution Ave., N.W., Washington, D.C. 20210.
EDRS Price MF-$0.25 HC-$2.10
Descriptors-*Adult Vocational Education, Economic Status, Employment Experience, *Graduate Surveys, Individual Characteristics, Mobility, *Program Effectiveness, Vocational Followup, *Wages
Identifiers-*Manpower Development and Training Act Programs, MDTA Programs

Accumulated data on the record of more than 100,000 persons who completed Manpower Development and Training Act institutional training during 1965 and 1966 and who were reported as employed following their training were used in this report. The study examined the effectiveness of the training program in upgrading its graduates and, in so doing, enhancing their earning capacities. The results of study reaffirm the finding of an earlier study involving only 12,000 trainees, which showed a general upward shift in overall hourly earnings following training as compared with pretraining earnings levels, but with differing impact upon various component groups. Some of the findings were: (1) Overall, median earnings for employed graduates were $1.73 per hour after training compared with $1.44 before training -- an increase of 20 percent, (2) Special tabulations made for graduate trainees who were family heads showed a greater advance in earnings levels than for the trainee group as a whole, (3) Non-white family heads also had greater earnings gains, compared with the group as a whole, and (4) Over one of every four trainees moved laterally within the same earnings level, while one of every six retrogressed to a lower earnings level -- many of these, however, represented displaced workers who of necessity had to learn new skills. Twelve tables are included. (ET)

ED026542

manpower evaluation report

NUMBER 8
DECEMBER 1968

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U.S. DEPARTMENT OF LABOR
MANPOWER ADMINISTRATION

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THE INFLUENCE OF MDTA TRAINING ON EARNINGS

U.S. DEPARTMENT OF LABOR
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PREFACE

This is the second Manpower Evaluation Report dealing with the earnings of graduates of institutional training under the Manpower Development and Training Act (MDTA). The earlier report, "Earnings Mobility of MDTA Trainees" (Manpower Evaluation Report No. 7), was based on limited data for over 12,000 persons who had completed institutional training during the first half of 1965. Continuing program evaluation objectives and the broad public interest shown in the first study pointed the way to a more comprehensive and extensive review of the earnings aspect of the MDTA training program.

Data have now been accumulated on the record of more than 100,000 persons who completed MDTA institutional training during 1965 and 1966 and who were reported as employed following their training. This study examines, as did its predecessor, the effectiveness of the MDTA training program in upgrading its graduates and, in so doing, enhancing their earnings capacities.

This report is one of a series of Manpower Evaluation Reports. These reports are designed to inform Government agencies and officials and the public of the progress and

problems of training programs carried out under the provisions of the MDTA.

This report was prepared in the Office of Manpower Management Data Systems of the Manpower Administration by Rose G. Rosofsky and Benjamin Goldstein, under the direction of Sigmund Berkman, Chief, Division of Special Reports. Acknowledgement is also made of preliminary statistical assistance provided by Ray Kohen, formerly of this staff.

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SCOPE OF THE STUDY

The data used in this report are based upon individual trainee reports received through the regular MDTA reporting system. Under this system posttraining reporting was instituted in August 1964, becoming operational for all practical purposes in 1965. Reports are received from graduates 3, 6, and 12 months following completion of training; only the latest available report was utilized in the processing of the data used for this study for which the cut-off date was January 1967. Since this cut-off date could involve only a negligible number completing training in 1967, this study in effect covers the 2-year span of 1965 and 1966—a period of significance in measuring the results of institutional training as that program grew to broad dimensions, and when program adaptation to meet the multiple manpower needs of the disadvantaged unemployed was only in its early stages and major program emphasis was on direct skill training.

The reporting data processed covered a total of 106,593 institutional training graduates who were reported to be employed during the reference week of the last report—a body of data almost 9 times as large as that available

for the earlier pilot study. Posttraining earnings data were reported for 90 percent of the graduates; pretraining earnings data for 75 percent; and both pretraining and posttraining earnings data for close to 70 percent of the total—paralleling the proportions of comparable data available for the earlier study.

It is also important to point out that wage and earnings levels during the period studied were geared to a broadly applicable $1.25 Federal minimum wage standard, which of necessity exerted a strong influence on the earnings reported. The earnings intervals tabulated were selected to demarcate the Federal statutory minimum wage standards in effect virtually throughout the period studied ($1.25 for manufacturing and mining industries; $1.15 for certain other industries, principally large retailers, newly covered under the Fair Labor Standards Act).

SUMMARY FINDINGS

The results of this study reaffirm the findings made in the earlier study. As in the case of that pilot sample, the large body of data studied here shows a general upward shift in overall hourly earnings following training as compared with pretraining earnings levels, but with differing impact upon various component groups.

Taken overall, median earnings for employed graduates were $1.73 per hour after training compared with $1.44 before training—an increase of 20 percent in the average earnings level, substantially greater than the average increase in wage levels in the economy during the same period.

The data for training graduates, for whom both pretraining and posttraining earnings were reported and which afford the most precise measurement of earnings mobility, showed an earnings advance for 3 out of every 5 in this group, with more than two-thirds advancing by two or more intervals in the wage range.

Both of the above measurements confirm the tentative findings of the earlier study that the most substantial

impact of MDTA training has been in releasing large numbers of former marginal workers from the bottom of the wage ladder—under $1.25 an hour—to more acceptable wage standards. The pretraining earnings of nearly one-third of those studied were reported at this level, while barely one-eighth of the posttraining earnings were found to be in this category.

Significant movement was also shown in the upper rungs of the wage ladder. Despite the fact that the heaviest concentrations of both pretraining and posttraining earnings are to be found in the $1.25 to $1.49 wage interval—a reflection undoubtedly of the $1.25 Federal statutory minimum standard—well over one-third of the posttraining earnings reported ranged from $2.00 to over $3.00 an hour—more than half again as great as the comparable proportion of the pretraining earnings reported.

The current linkage of the MDTA training program with the entire structure of national antipoverty measures led to another facet of analysis not explored in the earlier study: the experience of trainees with family responsibility. Special tabulations made for training graduates who were family heads showed a greater advance in earnings levels for this category of trainee than for the total studied. Median earnings for these graduates climbed from a pretraining level of $1.53 an hour to a posttraining level of $1.87, with the upward thrust of earnings most pronounced for those with substandard pretraining earnings. Another encouraging aspect was the comparatively greater gain registered by nonwhite family heads, resulting in a narrowing of the white-nonwhite pretraining earnings differential.

Finally, as was the case in the first study, this study also shows that for some of those reporting the training experience did not result in advanced earnings. Of those for whom both pretraining and posttraining earnings were reported, over 1 out of every 4 moved laterally within the same earnings interval, while 1 out of every 6 retrogressed to a lower earnings level. The details of the data show, however, that earnings declines were mostly of minimal magnitude, with about half dropping by only one earnings

class interval. More significantly, almost two-fifths of those reporting declines earned at least $1.75 per hour after training, with more than half of these at the upper rungs of the wage ladder at $2.00 and above per hour. This suggests again, as did the earlier study, that many graduates represented displaced workers who of necessity had to be trained in new skills and consequently reentered the labor force at reduced wage levels.

MOVEMENT OF EARNINGS

In its more than 5 years of operation the MDTA training program has demonstrated its effectiveness as a manpower tool to equip the unemployed and underemployed with skills in demand in the job market. The present study encompasses a considerable volume of data and supports the earlier findings that for the majority of training graduates their earnings power has advanced through the acquisition of new skills and the related manpower services provided under the program. The internal pattern of wage movements is varied, as is to be expected from the broad cross section of the unemployed labor force reached by the training program.

For the training graduates taken as a whole, median hourly earnings advanced by about one-fifth over pretraining levels. Median earnings for those reporting after training were $1.73 per hour, while the pretraining median earnings reported were $1.44 per hour—an upward shift of 29 cents per hour on an overall basis.

As is apparent from the magnitude of this general advance, upward movement occurred throughout the wage range intervals, although the heaviest concentration of

both pretraining and posttraining earnings occurred in the $1.25 to $1.49 interval—reflecting, of course, the most generally applicable statutory standard. However, significant concentrations are to be found after training in the $1.50 to $1.99 levels, with the most pronounced increase in the $2.00 to $2.49 earnings interval, falling just one percentage point short of the $1.25 to $1.49 modal concentration. As a result, the upper end of the wage range, beginning with earnings of at least $2.00 per hour, accounted for almost 37 percent of all posttraining earnings compared with only 22 percent of the pretraining earnings reported.

But the most salutary impact of MDTA training on earnings levels occurred at the lower end of the wage structure, channeling a large proportion of former marginal workers into more acceptable levels of earnings. The shrinkage in earnings at the low end of the wage scale was even more impressive than similar results shown by the earlier study. Whereas some 32 percent of the pretraining earnings reported were below the $1.25 common minimum standard, the proportion dropped to less than 12 percent after training. Moreover, the former submarginal worker was the major beneficiary: In the $0.75 to $1.14 earnings interval the concentration of 21 percent of pretraining earnings dropped to 8 percent after training, while the concentration in the $0.50 to $0.74 interval dwindled from almost 7 percent to less than 2 percent. (See table 1.)

Measurement of the more precise data for the almost 70 percent of the training graduates, for whom both pretraining and posttraining earnings data were available shows the internal variation in earnings experience. (See table 2.) For over 60 percent—3 out of every 5 of those reporting—there was an advance in earnings, while for approximately 23 percent the earnings movement was lateral. For the remaining 1 out of 6, however, posttraining earnings were lower than their pretraining earnings. This betters the record shown in the earlier study, in which the comparable proportions were 54 percent, 26 percent, and 20 percent, respectively. And as in that study, the explanation for those not achieving increased earnings relates undoubtedly to histories of occupational displacement, pro-

TABLE 1. PRETRAINING AND POSTTRAINING EARNINGS OF MDTA INSTITUTIONAL TRAINING GRADUATES IN 1965 AND 1966

(Percentage distribution)

Straight time average hourly earnings	Employed graduates	
	Before training	After training
Total: Percent [1]	100.0	100.0
$0.50 to $0.74	6.6	1.7
$0.75 to $1.14	20.9	7.8
$1.15 to $1.24	4.3	2.1
$1.25 to $1.49	23.3	21.4
$1.50 to $1.74	14.3	17.4
$1.75 to $1.99	8.1	13.2
$2.00 to $2.49	12.0	20.4
$2.50 to $2.99	6.3	10.6
$3.00 and over	4.1	5.5
Median earnings	$1.44	$1.73

[1] Percent distribution based on 70,656 employed graduates reporting pretraining earnings and 66,562 reporting posttraining earnings.

NOTE: Detail may not add to 100 percent due to rounding.

tracted unemployment, and other disadvantages which have increasingly characterized the MDTA trainee roster and often required either a lateral step or a step downward in the wage ladder to gain the primary objective of employment.

A cross tabulation of these data is presented in table 3, providing the internal detail of specific wage movements. This tabulation shows that 23,400 of the total 73,161 reporting both pretraining and posttraining earnings were employed before training at below $1.25 per hour. Three-fifths of them moved up to the $1.25 to $1.99 range after training, and an additional fifth advanced to earnings of $2.00 and more an hour. For the 33,495 persons with pre-

TABLE 2. POSTTRAINING EARNINGS COMPARED WITH PRETRAINING EARNINGS OF MDTA INSTITUTIONAL TRAINING GRADUATES IN 1965 AND 1966

Straight-time average hourly earnings before training	Number of employed graduates experiencing changes in earnings			
	Total graduates reporting	No change	Increases	Decreases
Total: Number	73,161	16,650	44,476	12,035
$0.50 to $0.74	4,807	488	4,319	.....
$0.75 to $1.14	15,400	2,370	12,780	250
$1.15 to $1.24	3,198	99	2,872	227
$1.25 to $1.49	17,117	4,289	11,620	1,098
$1.50 to $1.74	10,470	2,267	6,385	1,818
$1.75 to $1.99	5,926	1,146	3,208	1,554
$2.00 to $2.49	8,763	3,195	2,576	2,992
$2.50 to $2.99	4,566	1,430	716	2,420
$3.00 and over	2,932	1,256	.....	1,676

training earnings in the $1.25 to $1.99 range, the earnings of nearly 2 out of 3 moved upward into the intervals beginning with $2.00 per hour. The earnings of the balance continued to be concentrated in the intermediate wage intervals between $1.25 and $1.99, but for many there was some upward earnings mobility within this broad spread. Equally significant is the fact that for those 12,000 graduates reporting lower earnings the reduction for many was minimal, with about half dropping by just one class interval. In terms of actual earnings, too, the lower wage for many was above the $1.50 level. About one-fifth of all those with lower earnings are found in the $1.50 to $1.74 interval; about one-seventh in the $1.75 to $1.99 interval; and an additional one-fifth at earnings of $2.00 an[illegible]d over. These findings suggest that for many the ea[illegible] regression probably represented occupational displacement necessitating entry into a new career at a lower earnings level.

TABLE 3. PRETRAINING AND POSTTRAINING EARNINGS[1] OF MDTA INSTITUTIONAL TRAINING GRADUATES IN 1965 AND 1966

Straight time average hourly earnings before training	Total	Straight time average hourly earnings after training								
		$0.50 to $0.74	$0.75 to $0.99	$1.00 to $1.24	$1.25 to $1.49	$1.50 to $1.74	$1.75 to $1.99	$2.00 to $2.49	$2.50 to $2.99	$3.00 and over
Total: Number	73,161	934	5,126	1,309	14,452	12,966	10,142	15,819	8,119	4,294
$0.50 to $0.74	4,807	488	1,241	179	1,417	577	325	365	154	61
$0.75 to $1.14	15,400	250	2,370	631	4,662	2,896	1,708	1,804	789	290
$1.15 to $1.24	3,198	25	202	99	1,044	745	453	411	162	57
$1.25 to $1.49	17,117	90	782	226	4,399	4,073	2,695	3,221	1,213	418
$1.50 to $1.74	10,470	33	262	83	1,440	2,267	1,994	2,833	1,123	435
$1.75 to $1.99	5,908	14	89	32	537	882	1,146	2,032	873	303
$2.00 to $2.49	8,763	19	111	38	625	992	1,207	3,195	1,818	758
$2.50 to $2.99	4,566	6	37	13	226	378	428	1,332	1,430	716
$3.00 and over	2,932	9	32	8	102	156	186	626	557	1,256

[1] Includes only those reporting both pretraining and posttraining earnings.

OCCUPATIONAL TRAINING AND POSTTRAINING EMPLOYMENT

Over four-fifths of the employed graduates were given training in four major occupational categories: Skilled occupations (29 percent), clerical and sales (23 percent), semiskilled occupations (17 percent), and service occupations (15 percent). (See table 4.) About three-quarters of them found employment in three major industry groups: Manufacturing (33 percent), service industries (27 percent), and wholesale and retail trade (14 percent). These findings are comparable with those of the earlier pilot study and tend to illustrate the general pattern of occupational training and subsequent employment opportunities prevailing for the MDTA institutional training program during its first 5 years of operation. (See table 5.)

Posttraining median earnings were highest, at $2.11 per hour, for those trained in skilled occupations. Well over half of those reporting after training earned at least $2.00 per hour; approximately 1 out of 8 was in the uppermost earnings interval of $3.00 per hour and above. The balance were for the most part distributed in the inter-

mediate earnings intervals between $1.25 and $1.99 per hour, with a residual 1 out of 20 found at the bottom of the wage ladder. This heavy concentration of graduates in skilled occupational training, combined with the substantial proportion who gained access to the job market at the higher end of the earnings range, undeniably exerted a substantial influence on the general upward movement of posttraining earnings.

Graduates in semiskilled occupations, who comprised the third largest concentration, were able to command median earnings of $1.89 per hour after training—about one earnings interval less than their skilled counterparts. But to a very substantial extent—greater than that shown by the earlier study—they also obtained jobs with wage rates in the upper earnings brackets. Thus, although half were employed after training at earnings in the intermediate intervals between $1.25 and $1.99, their greatest concentration—almost 24 percent—was in the $2.00 to $2.49 interval, and another 21 percent exceeded that level. For this category, as for their skilled counterparts, a residual 1 out of 20 was also found at the low end of the wage scale.

Those receiving occupational training in the clerical and sales category—where the predominance of training was for clerical occupations and the majority of the trainees were women—for the most part could command only moderate earnings, following the typical patterns of earnings characteristic of such occupations. Their median hourly earnings after training were $1.65; their greatest concentration (27 percent) was in the $1.25 to $1.49 interval; and another 43 percent earned between $1.50 and $1.99 per hour. But on the other hand, more than 1 out of 5 were able to achieve earnings of $2.00 and more per hour, while 8 percent entered or reentered the labor force at the bottom of the wage ladder.

It is common knowledge that service occupations generally have the lowest wage structures in the economy, and this holds true for those trained under the MDTA for these occupations. Their median earnings of $1.36 were the lowest of all occupational categories. After training almost one-third of all service workers were concentrated in the $1.25 to $1.49 earnings interval, while another 24

percent were concentrated in the submarginal interval of $0.75 to $1.14. Yet these findings show an improvement over that of the earlier study when almost half of all persons trained in service occupations reported posttraining earnings below $1.25 per hour, compared with just over one-third in the present study. This may indicate improved earnings potential within some service occupations which are developing into a growing field where training preparation can result in higher earnings than has been customary. (See table 4.)

The manufacturing industry has furnished more job opportunities at higher earnings to MDTA graduates than any of the other industry groups. For the more than 33,000 graduates who found employment in manufacturing median hourly earnings were $2.12, and over 57 percent were in the upper wage intervals of $2.00 per hour and above. This suggests, as did the earlier study, that many of those reporting, who have been trained in skilled and semiskilled occupations and subsequently concentrated at the upper end of the wage interval range, must comprise a significant segment of those employed in manufacturing and have consequently contributed substantially to the general findings of upward earnings mobility. Moreover, considering also that the posttraining earnings reported tend to be entry-level wages, the potential exists for still further upward earnings mobility for those entering the manufacturing sector of the economy where hourly wages averaged $2.61 in 1965 and $2.71 in 1966.

The second largest concentration of job opportunities was found in the growing service field which spreads across the entire spectrum of skill levels—from maintenance services to highly skilled technicians. As already pointed out in the previous study, there is of necessity a heavy proportion of lesser skilled low-wage occupations in the services industry "mix" which results in relatively low average wage levels. Thus, the median hourly earnings of $1.52 for training graduates finding employment in this category were the lowest of all major industry groups, with the exception of agriculture in which only a minimal number of persons were trained and employed. But even in the services in-

Table 4. Straight Time Average Hourly Earnings of Employed Graduates of MDTA Institutional Training by Major Occupational Group, 1965 and 1966

(Percent distribution)

Major occupation group	Employed graduates		Median earnings	Total	Posttraining earnings								
	Number	Percent			$0.50 to $0.74	$0.75 to $1.14	$1.15 to $1.24	$1.25 to $1.49	$1.50 to $1.74	$1.75 to $1.99	$2.00 to $2.49	$2.50 to $2.99	$3.00 and over
Total	106, 101	100. 0	$1. 73	100. 0	1. 7	7. 8	2. 1	21. 4	17. 4	13. 2	20. 4	10. 6	5. 5
Skilled	30, 617	28. 9	2. 11	100. 0	0. 5	4. 5	0. 7	13. 9	13. 3	11. 0	26. 4	17. 9	11. 9
Clerical and sales	24, 628	23. 2	1. 65	100. 0	1. 0	5. 2	1. 8	26. 7	23. 8	19. 0	17. 0	4. 3	1. 1
Semiskilled	18, 289	17. 2	1. 89	100. 0	1. 1	3. 7	0. 6	21. 5	16. 4	11. 7	23. 8	15. 5	5. 6
Service	16, 111	15. 2	1. 36	100. 0	4. 5	23. 8	7. 3	32. 2	16. 6	8. 0	5. 6	1. 4	0. 7
Semiprofessional and technical	11, 195	10. 6	1. 97	100. 0	0. 2	3. 2	1. 1	11. 3	17. 8	17. 9	30. 5	12. 2	5. 7
Agriculture	4, 821	4. 5	1. 38	100. 0	15. 5	18. 5	2. 0	26. 7	12. 8	5. 9	10. 7	5. 2	2. 7
Other	440	0. 4	1. 46	100. 0	0. 5	6. 9	3. 7	36. 5	14. 4	9. 7	15. 4	8. 9	4. 0

NOTE: Detail may not add to 100 percent due to rounding.

TABLE 5. STRAIGHT TIME AVERAGE HOURLY EARNINGS OF EMPLOYED GRADUATES OF MDTA INSTITUTIONAL TRAINING COURSES BY MAJOR INDUSTRY GROUP, 1965 AND 1966

(Percentage distribution)

Major industry group	Employed graduates		Median earnings	Total	Posttraining earnings								
	Number	Percent			$0.50 to $0.74	$0.75 to $1.14	$1.15 to $1.24	$1.25 to $1.49	$1.50 to $1.74	$1.75 to $1.99	$2.00 to $2.49	$2.50 to $2.99	$3.00 and over
Total	102,063	100.0	$1.73	100.0	1.7	7.8	2.1	21.4	17.4	13.2	20.4	10.6	5.5
Manufacturing	33,183	32.5	2.12	100.0	0.1	1.0	0.2	15.9	13.7	11.9	29.7	20.7	6.9
Services	27,805	27.2	1.52	100.0	2.6	15.0	4.6	26.1	20.7	12.4	13.1	3.5	2.0
Wholesale and retail trade	14,455	14.2	1.53	100.0	2.2	11.9	3.0	30.6	20.8	10.9	13.6	4.6	2.4
Construction	4,641	4.5	2.19	100.0	0.1	5.6	0.6	14.7	13.6	9.4	15.4	10.9	29.7
Agriculture	4,172	4.1	1.26	100.0	21.3	25.7	1.9	26.0	11.3	4.4	5.7	2.2	1.6
Finance, insurance, real estate	2,861	2.8	1.61	100.0	0.2	2.2	0.9	32.9	31.6	15.4	12.7	2.8	1.4
Transportation and public utilities	2,545	2.5	2.00	100.0	0.7	2.6	0.5	15.8	16.7	13.6	21.5	13.8	14.8
Mining	657	0.6	2.57	100.0	2.0	1.2	0.2	7.3	7.3	9.2	19.5	22.8	30.7
Other	11,744	11.5	1.84	100.0	1.7	6.5	1.6	15.7	15.8	24.1	25.1	7.3	2.2

NOTE: Detail may not add to 100 percent due to rounding.

dustry group, almost 4 out of 5 of the MDTA graduates achieved at least the common statutory minimum standard of $1.25 per hour; and about one-fifth of them were in the upper earnings intervals of $2.00 per hour and above, thus sharing in the upward mobility found generally.

Wholesale and retail trade, the third most significant industry group in which those reporting found employment, closely parallels the services group both with respect to the skill spectrum and posttraining earnings experience. Median posttraining earnings of graduates at $1.53 per hour just barely exceeded that of the services; about 3 out of every 5 employed graduates were concentrated in the intermediate earnings levels between $1.25 and $1.99; and 1 out of every 5 found employment at $2.00 and above per hour. As in the services group, this industry group also would contribute to the general upward mobility of earnings, particularly by those whose training enabled them to find employment in the higher skilled types of jobs which are increasingly developing and where manpower needs exist. (See table 5.)

CHARACTERISTICS OF EMPLOYED GRADUATES: SEX AND COLOR

The majority of training graduates studied—55 percent—were men, a logical parallel to their higher enrollment ratio during the period studied. But at the same time, the gap between the proportions of male and female graduates has narrowed since the original study (when 3 out of 5 graduates were men) as increasing numbers of women are being reached for MDTA training. Upward earnings mobility out of the lower rungs of the wage ladder is equally impressive for both sexes, but the employed male graduates have the heaviest concentrations in the upper earnings levels. As a consequence, median earnings after training for men were $2.06 as compared with $1.53 for women, representing advances over pretraining levels of 44 cents and 24 cents, respectively. (See table 6.)

Male graduates were noticeably successful in freeing themselves from submarginal employment after training. The ranks of those employed below $1.25 per hour thinned from almost 22 percent before training to only 7 percent after training. They were even more successful in moving

Table 6. Straight Time Average Hourly Earnings of Employed Graduates of MDTA Institutional Training Courses Before and After Training, by Sex and Color, 1965 and 1966

(Percentage distribution)

Straight time average hourly earnings	Men		Women		White		Nonwhite	
	Before training	After training	Before training	After training	Before training	After training	Before training	After training
Total: Number	45,750	52,392	34,086	43,150	57,162	67,763	19,059	22,957
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
$0.50 to $0.74	4.2	1.3	9.8	2.3	5.3	1.1	10.2	3.1
$0.75 to $1.14	14.7	5.0	29.3	11.3	18.8	6.0	26.6	12.3
$1.15 to $1.24	3.0	0.8	6.0	3.6	4.0	1.7	5.1	3.2
$1.25 to $1.49	20.5	14.0	27.0	30.3	22.6	19.8	25.6	25.2
$1.50 to $1.74	15.2	13.9	13.2	21.6	15.0	18.0	12.5	15.9
$1.75 to $1.99	9.4	11.8	6.4	14.8	8.9	13.3	6.2	13.1
$2.00 to $2.49	16.4	26.6	6.2	12.8	13.3	21.9	8.5	16.2
$2.50 to $2.99	9.7	17.1	1.6	2.8	7.2	11.6	3.8	8.3
$3.00 and over	6.9	9.5	0.4	0.6	5.0	6.5	1.7	2.8
Median earnings	$1.62	$2.06	$1.29	$1.53	$1.48	$1.81	$1.33	$1.59

NOTE: Detail may not add to 100 percent due to rounding.

into the upper rungs of the wage ladder at $2.00 per hour and above. More than one-quarter (26.6 percent) of all employed men reporting are found in the $2.00 to $2.49 interval—their heaviest earnings concentration. A similar proportion is to be found above that level, for a total of 53.2 percent commanding wages of at least $2.00 per hour after training. Concurrently, the proportion of men with posttraining earnings in the intermediate levels between $1.25 and $1.99 per hour narrowed, most noticeably in the $1.25 to $1.49 interval.

The relatively high earnings levels of employed men reporting after training reflect the occupational training received. Almost half had been trained for skilled jobs and nearly one-fourth for semiskilled jobs. Median earnings in these classifications were $2.13 and $2.09, respectively. The greatest proportion (44 percent) found employment in manufacturing where their median earnings were $2.27 an hour. Another 15 percent found employment in wholesale and retail trade and an almost equal proportion, 14 percent, in service industries; with respective median earnings of $1.66 and $1.71.

Female graduates entered training with a lower earnings base and following training continued to be employed at lower wage levels than men, but they similarly improved their earnings status. Median earnings for women were $1.29 an hour before enrollment but $1.53 an hour following training. Almost half—45 percent—of the women reported pretraining earnings at the low end of the wage scale, i.e., under the $1.25 standard, but after training only 17 percent had such low earnings, a very substantial reduction in the proportion of women who had been limited to work at marginal and submarginal levels.

About three-fourths of all women reporting were trained and found employment in the two major occupational groups characterized by large numbers of women workers: clerical and sales, and service occupations. Clerical and sales occupations accounted for the greatest proportion—48 percent—with median earnings of $1.63, well below the $1.92 median earnings reported by the limited proportion of the men similarly trained. Service occupations accounted for another 27 percent; but for these wom-

en median earnings were $1.31 compared with $1.61 for men in the same broad occupational category, due undoubtedly to the predominance of women in the high-demand but low-paying nurse aide occupation. In fact, the greatest proportion of women (45 percent) found employment in the service industries, with median earnings of $1.45. Of the remainder, 18 percent were employed in manufacturing and 13 percent in wholesale and retail trade, at median hourly earnings of $1.57 and $1.40, respectively, compared with $2.27 and $1.66 for men.

In this study, as in its predecessor, the disadvantages which affect a large part of the nonwhite labor force are shown to have an influence on the nonwhite graduates, who as a group did not fare as well economically after training as their white counterparts. Nevertheless, nonwhites, like whites, markedly advanced their earnings—and probably their future employment stability and earnings potential—through MDTA training.

As in the earlier pilot study, 1 out of 4 of the training graduates for whom data were available was nonwhite. Both white and nonwhite graduates benefited from training, but certain differentials persisted. Thus, median hourly earnings before training were $1.48 for whites and $1.33 for nonwhites; after training they were $1.81 and $1.59, respectively. This apparent widening of the differential despite the elevation of earnings levels occurred only for nonwhite men. For the nonwhite women the previously existing differential with white women was narrowed from 14 cents to 11 cents as a result of training. (See tables 6 and 7.) These earnings movements are explainable in part by the fact that the ratio of male graduates, for whom upward earnings movement was more marked, was greater for whites (59 percent as compared with 44 percent for nonwhites). At the same time, greater proportions of white men were concentrated in the upper earnings intervals—both before and after training—thereby exerting some upward influence on their overall earnings mobility patterns.

A further explanation lies in the occupations in which posttraining employment was obtained. Over one-fourth of the nonwhites—more than double the proportion of

Table 7. Straight Time Average Hourly Earnings of Employed Graduates of MDTA Institutional Training Courses, by Sex and Color, Before and After Training, 1965 and 1966

(Percentage distribution)

Straight time average hourly earnings	Male graduates				Female graduates			
	Before training		After training		Before training		After training	
	White	Nonwhite	White	Nonwhite	White	Nonwhite	White	Nonwhite
Total: Number	35,059	8,721	39,842	10,025	22,103	10,338	27,921	12,932
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
$0.50 to $0.74	3.7	5.9	0.9	1.7	7.8	13.7	1.4	4.1
$0.75 to $1.14	13.5	18.5	4.0	7.6	27.1	33.4	8.9	15.9
$1.15 to $1.24	2.7	4.0	0.7	1.2	6.1	5.9	3.1	4.7
$1.25 to $1.49	19.4	25.1	12.5	18.8	27.6	26.0	30.2	30.3
$1.50 to $1.74	15.4	14.3	13.8	14.9	14.3	10.9	24.1	16.7
$1.75 to $1.99	9.8	8.0	11.9	11.9	7.3	4.8	15.3	14.0
$2.00 to $2.49	17.2	13.4	28.0	21.8	7.2	4.3	13.3	11.9
$2.50 to $2.99	10.4	7.4	17.6	16.2	2.0	0.7	3.1	2.1
$3.00 and over	7.9	3.4	10.6	6.0	0.5	0.2	0.7	0.3
Median earnings	$1.67	$1.46	$2.11	$1.87	$1.33	$1.19	$1.56	$1.45

NOTE: Detail may not add to 100 percent due to rounding.

whites—found employment in the low-paying service occupations such as nurse aide and ward attendant, while the most highly paying skilled occupations provided employment for almost one-third of the whites and only better than one-fifth of the nonwhites. The nonwhite female graduate, however, made a better overall showing than the nonwhite male graduate, because of her extensive employment opportunities in the clerical and sales category where the posttraining earnings, for white and nonwhite women alike, tended to add weight to the intermediate earnings intervals. (See table 8.)

TABLE 8. OCCUPATIONAL DISTRIBUTION OF MDTA INSTITUTIONAL TRAINING GRADUATES IN 1965 AND 1966, BY COLOR

(Percentage distribution)

Major occupational group	MDTA graduates	
	White	Nonwhite
Total: Percent	100.0	100.0
Semiprofessional and technical	11.7	7.4
Clerical and sales	22.8	25.2
Service	11.4	26.2
Agriculture	4.1	3.8
Skilled	32.0	20.6
Semiskilled	17.6	16.4
Other	0.3	0.7

NOTE: Detail may not add to 100 percent due to rounding.

But on the other hand, one of the marked results shown for nonwhites as for whites was the escalation of so great a proportion out of the submarginal sector of the earnings range. The nonwhite concentration of 42 percent in the wage intervals below $1.25 per hour before training declined to 19 percent after training, while for whites the comparable change was from 28 percent to 9 percent.

Although not to such a degree as to overcome the earnings gap, nonwhites also made significantly more than proportionate gains at the upper end of the earnings interval range. Prior to training only 14 percent of the nonwhites reported earnings of $2.00 and over per hour; this proportion almost doubled, to over 27 percent, after training. For the whites, on the other hand, about 26 percent reported previous earnings at this level, and this proportion advanced to 40 percent after training. By contrast, earnings concentrations in the intermediate intervals between $1.25 and $1.99 per hour showed the least change for both groups, advancing from 47 percent to 51 percent for whites and from 44 percent to 54 percent for nonwhites. (See table 6.)

EARNINGS MOBILITY BY FAMILY STATUS

Family Heads

With family heads often being the key to opening or closing the door to poverty for those for whom they have responsibility, the extent to which MDTA training can serve as a tool for the improvement of the status of family heads has become a new area for study in evaluating measures which are planned to alleviate the problem of poverty. This line of inquiry had been explored on a very limited and experimental basis by matching data from the Old-Age, Survivors, Disability, and Health Insurance (OASDHI) files showing covered earnings of family heads for 1 year prior to their enrollment with their earnings reported after completion of MDTA training. Prior covered annual earnings of $3,000 were used as the demarcation line to shed light on the impact of MDTA training on the very low income component of the MDTA training roster. This criterion, admittedly crude, unprecise, and including only that segment of training

graduates whose earnings were covered by the Social Security system—but the only one available, showed that over the years from 1963 to 1965 between 7 and 8 out of every 10 family heads whose prior annual earnings had been below $3,000 had increased their earnings in the year following completion of MDTA institutional training. This preliminary line of inquiry, therefore, suggested a more comprehensive review of the earnings mobility data available through the regular MDTA reporting system based on family status, which was not included in the analysis contained in the earlier pilot study. These new data are summarized in tables 9, 10, and 11.

TABLE 9. PRETRAINING AND POSTTRAINING EARNINGS OF FAMILY HEADS WHO COMPLETED MDTA INSTITUTIONAL TRAINING IN 1965 AND 1966

(Percentage distribution)

Straight time average hourly earnings	Family heads	
	Before training	After training
Total: Number	48,115	51,386
Percent	100.0	100.0
$0.50 to $0.74	6.0	1.9
$0.75 to $1.14	17.8	7.6
$1.15 to $1.24	3.4	1.6
$1.25 to $1.49	21.0	17.4
$1.50 to $1.74	14.3	15.3
$1.75 to $1.99	8.8	12.8
$2.00 to $2.49	14.5	22.6
$2.50 to $2.99	8.3	13.1
$3.00 and over	6.0	7.7
Median earnings	$1.53	$1.87

NOTE: Detail may not add to 100 percent due to rounding.

Some 55 percent of the employed graduates studied were family heads, a somewhat greater proportion than their enrollment ratio which possibly reflects a greater persistence of those with family responsibility to complete training. As is to be expected from this heavy weighting and consequent influence on the total data, the overall earnings mobility pattern of family heads completing training was very similar to that of the training graduates studied as a whole. A very conspicuous shift occurred out of the marginal and submarginal levels below $1.25 per hour—from more than 1 out of 4 before training to only 1 out of 9 remaining in the marginal-submarginal level after completion of training.

Marked and significant increases also occurred in the upper earnings intervals at $2.00 per hour and above. In fact, whereas the heaviest pretraining concentration was at the $1.25 to $1.49 level—and continued at this level for the overall study, that position shifted after training to the $2.00 to $2.49 interval for family heads. (See table 9.) In all, close to 3 out of 5 family heads experienced an increase in earnings following completion of training, while approximately 1 out of 4 moved laterally, and close to 1 out of 5 reported decreased earnings. (See table 10.)

Median earnings of family heads completing institutional training advanced from $1.53 per hour before training to $1.87 per hour after training—higher levels for both periods as compared with the overall data, as is to be expected from this more mature and experienced sector of the training roster. The upward earnings mobility of family heads was also greater in amount and degree than that of the overall pattern. But of even greater interest in the results shown for family heads was their internal composition and earnings mobility patterns, broken down by sex and color. (See table 11.)

Three-fourths of the white family heads but only half of the nonwhite family heads were men. The nonwhite heads of families, both men and women, registered greater gains in upward earnings mobility than did the whites. For female nonwhite family heads, when compared with female white family heads, the pretraining median earnings differential of 16 cents per hour was reduced slightly

TABLE 10. POSTTRAINING EARNINGS COMPARED WITH PRETRAINING EARNINGS OF FAMILY HEADS WHO COMPLETED MDTA INSTITUTIONAL TRAINING IN 1965 AND 1966

Straight time average hourly earnings before training	Number of family heads experiencing changes in earnings			
	Total	No change	Increases	Decreases
Total: Number	44,084	10,780	24,925	8,379
$0.50 to $0.74	2,600	358	2,242	.....
$0.75 to $1.14	7,877	1,404	6,299	174
$1.15 to $1.24	1,519	54	1,327	138
$1.25 to $1.49	9,298	2,315	6,322	661
$1.50 to $1.74	6,270	1,308	3,929	1,033
$1.75 to $1.99	3,893	697	2,218	978
$2.00 to $2.49	6,380	2,341	1,985	2,054
$2.50 to $2.99	3,680	1,153	603	1,924
$3.00 and over	2,567	1,150	.....	1,417

to 15 cents after training; but for the nonwhite male family heads the pretraining median earnings differential of 28 cents per hour was reduced to 22 cents, when compared with the median earnings for white male family heads.

The female heads of families, both white and nonwhite, made important gains in moving out of the submarginal wage levels below $1.25 per hour in which they had been heavily concentrated before training and in moving all the way up the wage interval range, except that roughly one-quarter of both groups made only lateral movement in the $1.25 to $1.49 interval. Despite the virtual equality of earnings mobility gains as between white and nonwhite female family heads, particularly into the upper rungs of the earnings ladder, their previous earnings differential did not change appreciably due largely to the fact

TABLE 11. PRETRAINING AND POSTTRAINING EARNINGS OF FAMILY HEADS BY SEX AND COLOR WHO COMPLETED MDTA INSTITUTIONAL TRAINING IN 1965 AND 1966

(Percentage distribution)

Straight time average hourly earnings	Male family heads				Female family heads			
	Before training		After training		Before training		After training	
	White	Nonwhite	White	Nonwhite	White	Nonwhite	White	Nonwhite
Total: Number	25,678	6,527	26,656	6,904	8,829	5,483	9,421	5,933
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
$0.50 to $0.74	2.2	5.7	1.0	1.8	7.8	14.3	1.6	5.3
$0.75 to $1.14	10.7	15.7	4.0	7.2	27.5	34.6	10.4	17.4
$1.15 to $1.24	2.3	3.5	0.6	1.2	5.2	5.4	2.5	4.1
$1.25 to $1.49	16.9	24.3	11.6	17.3	27.5	25.2	26.4	27.7
$1.50 to $1.74	15.2	14.5	13.4	14.1	14.2	10.4	22.3	15.0
$1.75 to $1.99	10.3	8.5	11.6	11.8	7.8	4.9	16.8	14.0
$2.00 to $2.49	19.2	15.1	27.1	22.4	7.4	4.5	16.3	14.1
$2.50 to $2.99	12.4	8.5	18.3	17.3	2.0	0.6	3.0	2.1
$3.00 and over	9.9	4.0	12.4	6.8	0.5	0.1	0.6	0.3
Median earnings	$1.79	$1.51	$2.14	$1.92	$1.33	$1.17	$1.60	$1.45

NOTE: Detail may not add to 100 percent due to rounding.

that a significantly larger proportion (but a reduction by half of the comparable pretraining concentration) achieved posttraining earnings of only $0.75 to $1.14 per hour. This again reflects the large proportion of women, both nonwhite and white but greater for the nonwhites, finding employment in the high-demand but low-paying health and other service occupations.

For the male family heads, the data show a greater upward earnings mobility pattern and a more dramatic advantage derived by the nonwhites following training—in part, undoubtedly, reflecting the opening of many more doors of opportunity to them during the particular years studied. Both white and nonwhite male family heads moved up the earnings ladder, with pretraining median earnings shifting from $1.79 per hour for whites and $1.51 per hour for nonwhites to $2.14 and $1.92, respectively, after completion of training.

Following the already familiar pattern, there was a most significant move out of the marginal and submarginal earnings intervals below $1.25 per hour, moderately increased concentrations in the intermediate intervals up to $2.00 per hour, and a very significant and pronounced advance into the upper earnings intervals starting with $2.00 per hour.

Prior to training some 1 out of every 6 white male family heads and 1 out of every 4 nonwhite male family heads reported earnings in the low substandard levels below $1.25 per hour. After completion of training these proportions shrank drastically to less than 6 percent of the whites and 10 percent of the nonwhites. Of equal significance was the escalation of large numbers of both into the upper earnings intervals, but larger proportionately for the nonwhite male family heads. For all male family heads the heaviest concentration shifted from the $1.25 to $1.49 earnings interval before training to the $2.00 to $2.49 interval after training. For the whites, the pretraining concentrations in this and the higher intervals had accounted for somewhat over 2 out of every 5 and advanced to almost 3 out of every 5 following completion of training. For their nonwhite counterparts the upward earnings mobility into the high

end of the earnings range was more pronounced, advancing from only about 1 out of 4 (27.6 percent) before training to almost 1 out of 2 (46.5 percent) after completion of training. Upward shifts into the intermediate earnings intervals also occurred for both groups, but to a much more moderate degree and far less pronounced than the movements out of the bottom and into the top of the earnings interval range. (See table 11.)

The better showing of the male family heads is attributable to their extensive training in skilled and semiskilled occupations and their subsequent heavy influx into the relatively high-wage manufacturing industry. This was equally true for all male graduates as compared with female graduates, and particularly so for the family heads. It is quite obvious, also, that nonwhite male family heads shared fully in the new opportunities presented for both occupational and earnings mobility to elevate many of them from their former disadvantaged status in the job market.

Nonfamily Heads

For the nonfamily heads the data are quite different. Nonfamily heads were predominantly—60 percent—women and it is reasonable to assume that they were younger than the family heads.

The continued disadvantage of the young Negro—who comprised 93 percent of all nonwhites—is also evidenced by the data on their earnings before and after training. While training boosted their earnings, and enhanced their occupational and earnings mobility, it did not—particularly in the case of young men—eliminate or reduce the white-nonwhite gap. The nonwhite women were more successful than nonwhite men in narrowing their earnings spread with white women. (See table 12.)

Among male nonfamily heads a sizeable proportion of both whites and nonwhites reported pretraining earnings in the $0.75 to $1.14 interval and in the $1.25 to $1.49 interval. However, relatively more of the whites (20 percent) than nonwhites (13 percent) had earnings of $2.00

TABLE 12. PRETRAINING AND POSTTRAINING EARNINGS OF NONFAMILY HEADS BY SEX AND COLOR WHO COMPLETED MDTA INSTITUTIONAL TRAINING IN 1965 AND 1966

(Percentage distribution)

Straight time average hourly earnings	Male nonfamily heads				Female nonfamily heads			
	Before training		After training		Before training		After training	
	White	Nonwhite	White	Nonwhite	White	Nonwhite	White	Nonwhite
Total: Number	9,808	2,145	12,896	3,033	13,167	4,806	18,262	6,903
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
$0.50 to $0.74	4.7	6.6	0.8	1.2	7.8	13.1	1.2	3.1
$0.75 to $1.14	20.6	27.3	4.2	8.2	27.0	32.2	8.1	14.7
$1.15 to $1.24	3.9	5.6	0.8	1.3	6.8	6.6	3.3	5.1
$1.25 to $1.49	25.8	27.6	14.3	22.2	27.6	27.0	32.1	32.4
$1.50 to $1.74	16.1	13.5	14.7	16.9	14.4	11.6	25.1	18.2
$1.75 to $1.99	8.8	6.2	12.4	12.0	6.9	4.4	14.5	14.0
$2.00 to $2.49	12.1	8.0	29.9	20.4	7.0	4.0	11.8	10.1
$2.50 to $2.99	5.3	3.7	16.0	13.7	2.0	0.8	3.1	2.1
$3.00 and over	2.7	1.5	6.9	4.1	0.5	0.3	0.8	0.4
Median earnings	$1.44	$1.34	$2.05	$1.75	$1.32	$1.21	$1.55	$1.45

NOTE: Detail may not add to 100 percent due to rounding.

an hour or more. The typical white man had pretraining earnings of $1.44 an hour, the nonwhite of $1.34 an hour.

Training enabled both white and nonwhite men to move up the earnings ladder, but white graduates made better progress. Thirty percent of the white men were in the $2.00 to $2.49 interval following training, but the greatest concentration of nonwhite men continued to be in the $1.25 to $1.49 interval. Median earnings for white men rose to $2.05 after training, while for nonwhite men the increase was only to $1.75. (See table 12.)

Nonwhite women before training clustered to a considerable extent in the low end of the wage scale. Almost one-third had pretraining earnings of $0.75 to $1.14 while only 27 percent of the white women were in this category. Unlike the nonwhite woman, the greatest concentration of white females reporting were in the $1.25 to $1.49 interval. Median earnings before training for nonwhite women were $1.21 as compared with $1.32 for white women.

After training substantial proportions of both groups moved out of the low levels, but many were still earning less than $1.25 per hour. The greatest concentration after training for both white and nonwhite women was in the $1.25 to $1.49 interval; in the intervals under $1.25 per hour the proportion of white women was 13 percent and that of nonwhite women 23 percent. Nevertheless, this represents a decline from 42 percent for white women and 52 percent for nonwhite women reporting such pretraining earnings.

The upward thrust of earnings was achieved for those graduates of MDTA institutional training courses who came from the lower end of the wage scale. Among the men, 7 out of 10 whites and almost 6 out of 10 nonwhites achieved hourly earnings of at least $1.50 per hour after training, which represents an improvement in the level of earnings for approximately 22 percent of both groups. Among the women, 2 out of 5 whites and 1 out of 3 nonwhites achieved $1.50 or more per hour after training, which represents an improvement in the level of earnings for approximately 18 percent of both groups.

CONCLUSIONS

The present study has advanced sufficient evidence to show that occupational training combined where necessary with related manpower services results in upward earnings mobility. These results attest to the effectiveness of the MDTA institutional training program for the majority of those who complete their training, but at the same time show that it is only a single tool—sometimes only an initial step—in helping to overcome the complex problems of unemployment and the need for development of our human resources to the point where all or most can share in the abundance of our economy.

Thus, there remains the concern about those graduates who continue to enter employment at low earnings, particularly those below Federal minimum standards. Despite administrative policy not to train for jobs below this level, such wage structures still persist in many localities and trained persons continue to make themselves available for such work. For many of them it may be the very first opportunity they have had to go to work, or the first opportunity after prolonged unemployment to qualify for a bona fide job. The same may also hold true for those

whose earnings are just above that level—"legal," but not adequate in terms of living standards.

On the other side of the coin it should also be recognized that large numbers of the so-called disadvantaged were encompassed within the data studied. For them the positive effect has been to shift from the ranks of the unqualified or even unemployable to the gainfully employed, with an opportunity for actual work experience which can hold future potential.

The further question which can logically arise concerning those whose earnings regress or remain no better after completion of training has already been discussed in terms of skill displacement and the value of entering or returning to the mainstream of economic life. For an inevitable residual, extreme cases of earnings progression or regression are only explainable by the particular facts of the individual situations and cannot be gathered from the reported data.

The training of youth is a noticeable problem area. The less favorable earnings mobility pattern of the nonfamily heads suggests that in this sector of the training roster, which is largely composed of disadvantaged youth, additional manpower services are probably required before more of these individuals can be prepared for more meaningful work careers with greater future potential.

Viewed overall, however, the record of the MDTA training program is one of positive achievement in the national manpower development and utilization program. Although its limitations in terms of optimum goals are not to be ignored, neither should the fact be overlooked that they frequently are the results of the interplay of many forces and factors in the economy and the society in general, as well as the particular individual.

U.S. GOVERNMENT PRINTING OFFICE: 1968 O—323-434

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